



HEADQUARTERS, UNITED STATES FORCES, KOREA

UNIT #15237
APO AP 96205-5237

REPLY TO
ATTENTION OF:

FKCP-SES

29 JUN 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of Wage and Fringe Benefits Adjustments for Korean Employees

1. References:

a. USFK Reg 690-1, Civilian Personnel Regulations and Procedures – Korean Nationals, dated 27 Feb 2007

b. Memorandum, HQ USFK, FKCP-SES, 30 June 2006, subject: Implementation of Wage and Fringe Benefits Adjustments for Korean Employees.

2. The following non-US citizen employee wage and fringe benefits provisions are announced for implementation.

a. Applicability. Wage increases resulting from the enclosed wage schedules and other compensation plans authorized by reference 1a apply to Korean employees of all appropriated and non-appropriated fund activities, invited contractors, AAFES - Korea, and the members of the Korean Service Corps. Schedules also apply to any other non-US citizen (third country national) employees who are hired locally.

b. Schedule Application. Application of the new wage schedules will be on a step-for-step, grade-for-grade basis, except as provided in reference 1a for employees on saved rates. The effective date for the new wage schedule is 1 July 2007. The new wage schedule will remain in effect until the next wage adjustment.

c. Allowance for Payments-in-Kind (PIK). All employees will be paid an allowance in lieu of payments-in-kind normally provided by Korean companies. The allowance will be 1,113 won per hour for all paid hours, exclusive of overtime hours worked.

d. Benefits Allowance (BA). All employees will be paid an allowance to compensate for various fringe benefits provided by Korean companies, but not authorized or authorized at a lower level for US Forces employees. The allowance is 1.7 percent of base pay for all paid hours, exclusive of overtime hours worked.

e. Condolence Payment. A condolence payment of 3,000,000 won is authorized for families of deceased employees.

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f. Paid Days Off for Family Events. The number of paid days off for Family Events is revised as follows:

- (1) Employee's marriage – six days.
- (2) Marriage of employee's children – two days.
- (3) Marriage of employee's siblings – two days.
- (4) Childbirth (Husband) – two days.
- (5) 60th birthday of employee's parents – one day.
- (6) 60th birthday of employee's spouse's parents – one day.
- (7) 70th birthday of employee's parents – one day.
- (8) 70th birthday of employee's spouse's parents – one day
- (9) Funeral of employee's parents – six days.
- (10) Funeral of employee's spouse – six days.
- (11) Funeral of employee's children – five days.
- (12) Funeral of employee's spouse's parents – five days.
- (13) Funeral of employee's grandparents – one day.
- (14) Funeral of employee's siblings – three days.
- (15) Funeral of employee's siblings' spouse – one day.
- (16) Funeral of employee's parent's siblings – one day.
- (17) Funeral of employee's parent's siblings' spouse – one day.

An alternate paid day off will be authorized when a family event falls on a designated paid holiday or normally scheduled days off.

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- g. A 55 years of service cash award of \$1,250 will be established.
3. All other fringe benefits previously authorized are unchanged.

2 Encls

1. Manual Wage Schedule
2. Nonmanual Wage Schedule


SHARON Y. ALSOP
Director, Civilian Personnel

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A

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KOREA - MANUAL SCHEDULE U.S. FORCES WAGE SCHEDULE
KWB HOURLY RATES
LOCALLY HIRED, NON-U.S. CITIZEN EMPLOYEES

HOURLY RATES (KOREAN WON)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	CAP*
1	3600	3772	3943	4115	4286	4457	4629	4800	4972	5143	5315	5486	5658	1555
2	4062	4256	4449	4643	4836	5029	5223	5416	5610	5803	5997	6190	6384	1730
3	4509	4724	4939	5153	5368	5583	5797	6012	6227	6442	6656	6871	7086	1899
4	4938	5173	5408	5643	5878	6113	6348	6583	6818	7054	7289	7524	7759	2061
5	5294	5546	5798	6050	6302	6554	6806	7058	7310	7562	7814	8067	8319	2196
6	5621	5889	6157	6424	6692	6960	7227	7495	7763	8030	8298	8566	8833	2320
7	5950	6233	6516	6800	7083	7366	7650	7933	8216	8500	8783	9066	9350	2445
8	6274	6573	6871	7170	7469	7768	8067	8365	8664	8963	9262	9560	9859	2567
9	6608	6923	7238	7552	7867	8182	8496	8811	9126	9440	9755	10070	10384	2694
10	6913	7242	7572	7901	8230	8559	8888	9218	9547	9876	10205	10534	10864	2809
11	7218	7562	7906	8249	8593	8937	9280	9624	9968	10312	10655	10999	11343	2925
12	7521	7880	8238	8596	8954	9312	9670	10028	10387	10745	11103	11461	11819	3040
13	7815	8188	8560	8932	9304	9676	10048	10420	10793	11165	11537	11909	12281	3151

* Consolidated Allowance Payment
Effective Date: 1 July 2007



Donna G. Cole
Lt Sharon Y. Alsop

Chair

Joint Labor Affairs Committee
United States Forces, Korea

KOREA - NON-MANUAL SCHEDULE U.S. FORCES WAGE SCHEDULE
KGS HOURLY RATES
LOCALLY HIRED, NON-U.S. CITIZEN EMPLOYEES

HOURLY RATES (KOREAN WON)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	CAP*
1	2515	2635	2754	2874	2994	3114	3234	3353	3473	3593	3713	3832	3952	1133
2	3415	3577	3740	3902	4065	4228	4390	4553	4715	4878	5041	5203	5366	1469
3	4284	4488	4692	4896	5100	5304	5508	5712	5916	6120	6324	6528	6732	1794
4	5132	5376	5620	5865	6109	6353	6598	6842	7086	7331	7575	7820	8064	2111
5	5959	6243	6526	6810	7094	7378	7662	7945	8229	8513	8797	9080	9364	2421
6	6771	7094	7416	7739	8061	8383	8706	9028	9351	9673	9996	10318	10641	2724
7	7574	7935	8296	8656	9017	9378	9738	10099	10460	10820	11181	11542	11902	3025
8	8355	8752	9150	9548	9946	10344	10742	11140	11537	11935	12333	12731	13129	3317
9	9118	9552	9987	10421	10855	11289	11723	12158	12592	13026	13460	13894	14329	3602
10	9867	10336	10806	11276	11746	12216	12686	13156	13625	14095	14565	15035	15505	3882
11	10595	11099	11604	12108	12613	13118	13622	14127	14631	15136	15640	16145	16649	4155
12	11306	11845	12383	12922	13460	13998	14537	15075	15614	16152	16690	17229	17767	4421
13	12004	12575	13147	13718	14290	14862	15433	16005	16576	17148	17720	18291	18863	4681

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